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NASA Procedural Requirements

COMPLIANCE IS MANDATORY

NPR 3435.1A

Effective Date: March 11,

2002

Expiration Date: March 11,

2007

[Printable Format \(PDF\)](#)

**Subject: NASA Performance Management Plan for the Senior Executive Service
w/Change 1 (3/29/04)**

Responsible Office: Personnel Division

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Preface

P.1 Purpose

P.1.1. The NASA Performance Management System for the Senior Executive Service (SES) encourages excellence in performance, facilitates the accurate evaluation of performance based on performance results, provides for the systematic appraisal of performance, and provides a basis for pay, awards, development, retention, removal, and other personnel decisions. The system enhances the achievement of Agency goals by expecting and encouraging managerial excellence in individual and organizational performance and holding executives accountable for results. The system focuses on improved communication and goal clarity and provides for participative performance planning, setting, and communicating individual and organization goals and expectations that are linked to strategic planning initiatives and the results-oriented goals of the Government Performance and Results Act of 1993, continual performance monitoring to assess achievements, and annual appraisals of performance using measures that balance organizational results with customer, employee, and stakeholder perspectives.

P.2 Applicability

The NASA Performance Management System for the Senior Executive Service (NPR 3435.1A) serves as an umbrella system and is applicable to all components of NASA. Within this framework, the Office of the Inspector General may create a subordinate system in order to maintain its statutory independence and more effectively meet its mission requirements within its unique organizational culture.

P.3 Authority

P.3.1 5 U.S.C. Sections 3392(c), 3393a, 3592.

P.3.2 5 U.S.C. Sections 4311 - 4315.

P.3.3 5 CFR Section 317.504

P.3.4 5 CFR Part 359, Subparts C and E.

P.3.5 5 CFR Part 430, Subpart C.

P.4 References

NPD 3000.1, Management of Human Resources.

NPR 3100.1, Management of the Senior Executive Service.

NASA SES Appraisal Form, NASA Form 1396

P.5 Cancellation

NASA NPR 3435.1, dated May 7, 1999

**/S/ Vicki A. Novak
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